

EXECUTIVE OFFICES & CRIMINAL JUSTICE APPROPRIATIONS SUBCOMMITTEE

February 3, 2022



Utah Department of Public Safety 'Keeping Utah Safe'

Priorities

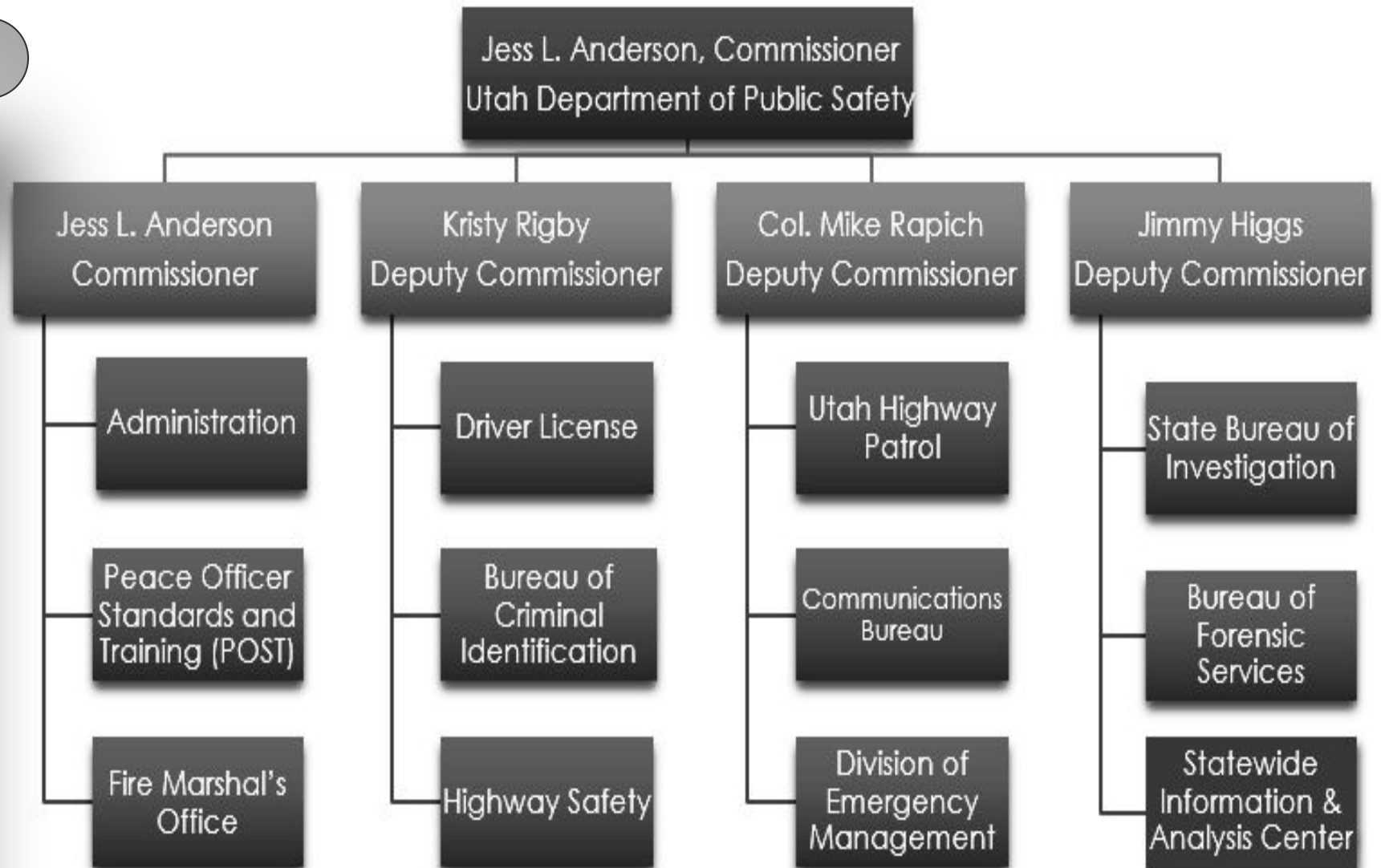
1. Personal Preparation
2. Internal Performance
3. External Service

Goals

Prepare employees for excellence in current assignments and future opportunities.

Foster an internal culture that embraces meaningful work and inspires outstanding employee performance.

Provide quality and consistent external services that improve public safety.

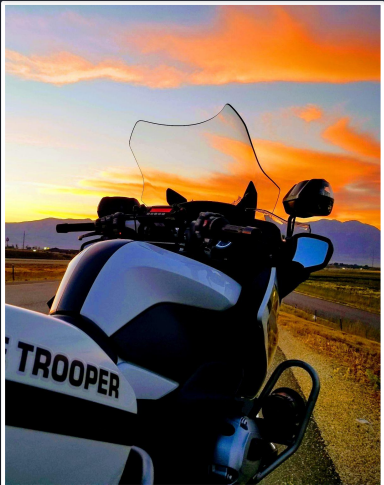




**DEPARTMENT OF PUBLIC SAFETY RECOMMENDED
FUNDING**

Trooper Compensation and Retention

\$14,592,900 ONGOING



Problem - Why This Matters?

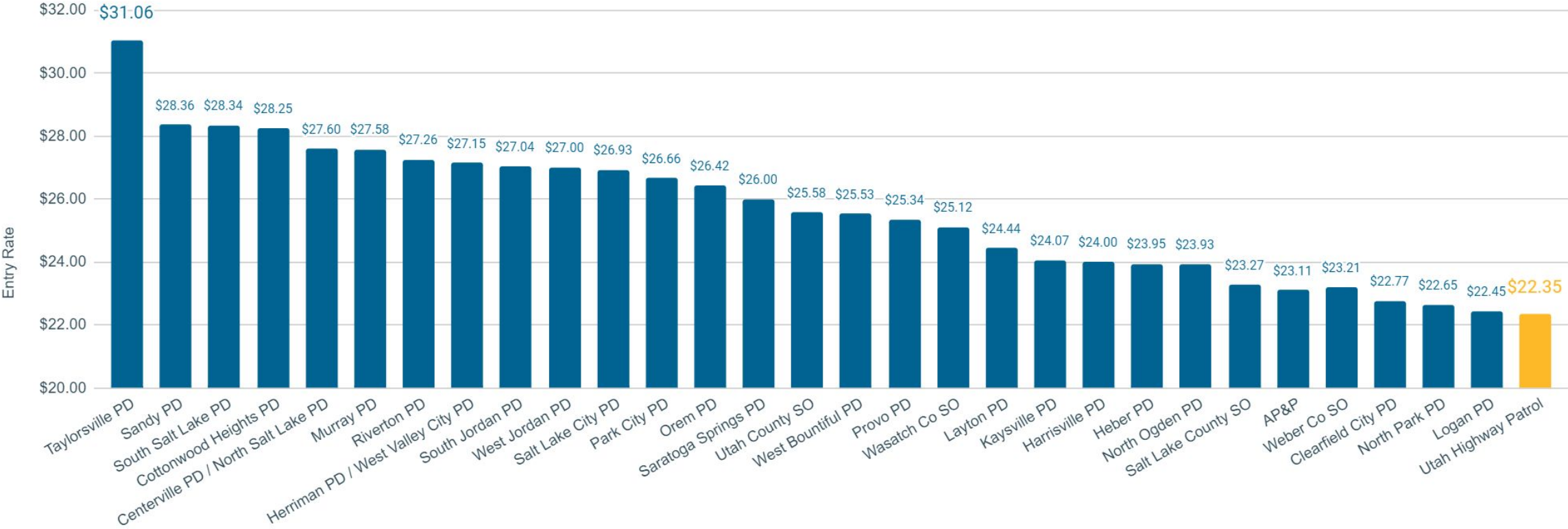
In 2022, Utah Law Enforcement has seen increases upwards of 30% in the compensation market. These increases have left the UHP compensation plan 32% behind the top of the market.

- The DPS Sworn Pay Plan ranks at #30 for Entry Rate and #31 for Top Rate
- 12 Troopers have left for other agencies since the beginning of FY22

Successful recruitment and retention demands a competitive salary at or near the top of the market.

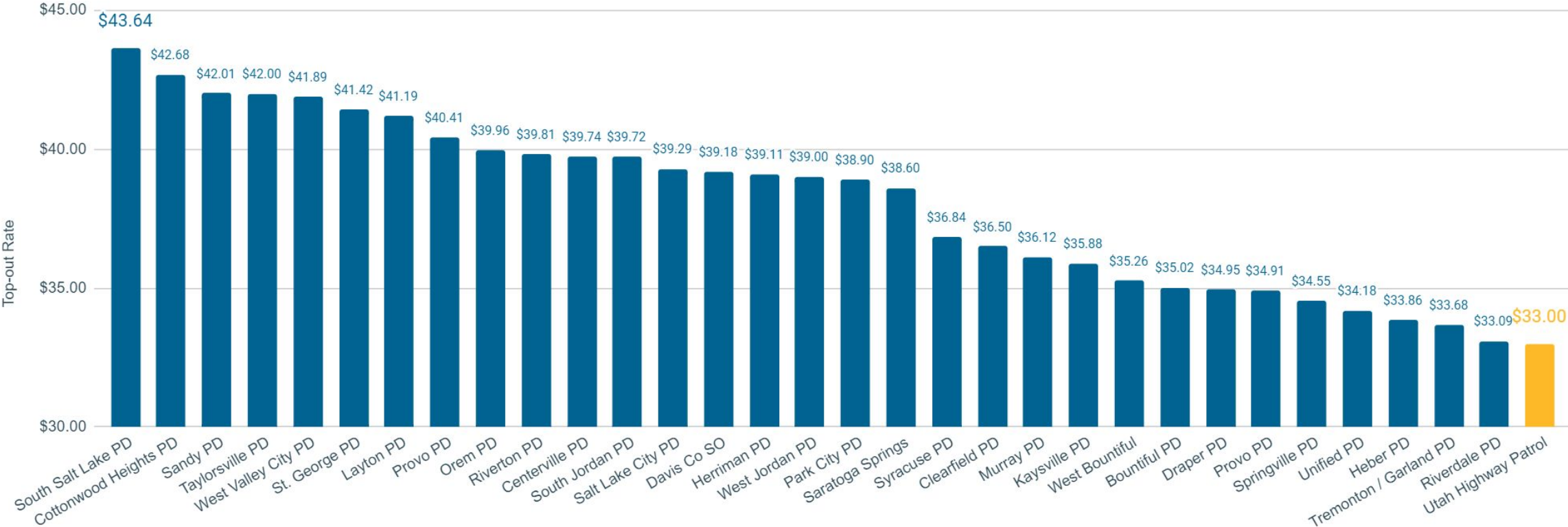
Trooper Pay Comparison: Entry Rate

Utah Law Enforcement Pay Comparison: ENTRY RATE



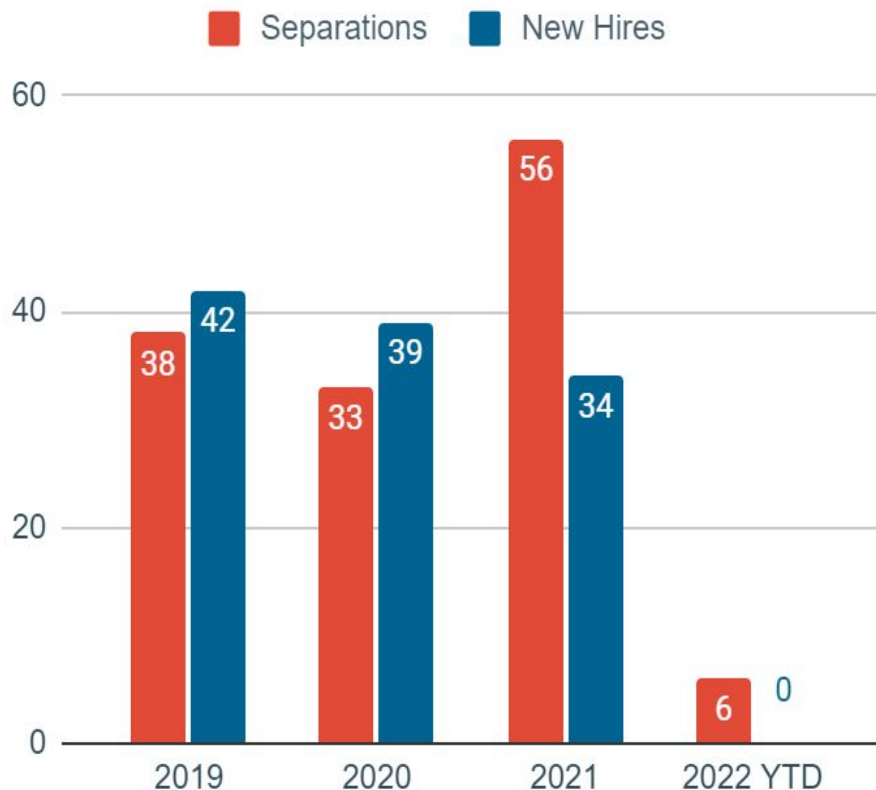
Trooper Pay Comparison: **Top Rate**

Utah Law Enforcement Agency Comparison: TOP RATE



Trooper Compensation And Retention

DPS Sworn: Separations & New Hires



Solution

In FY22, DPS implemented stop-gap measures to slow the vacancy rate, which include one-time quarterly bonuses for each department sworn officer.

- Measures were successful in slowing the vacancy rate, reducing a projected 72 separations in CY 2021, to an actual separation count of 56.
- However, separations in CY 2021 were still significantly higher than any of the past 10 years.

The requested funding extends one-time (\$6,975,900) funding for quarterly bonuses through the remaining two quarters of FY2022 and provides ongoing (\$14,592,900) funding to transition one-time bonuses into permanent pay / salary adjustments.

Aero Bureau

**\$605,000
ONE-TIME +
\$525,000
ONGOING**

**Staff and
maintenance to
support a third
helicopter for
rural Utah**



Problem - Why This Matters?

DPS received funding in the 2021-1st Special Legislative Session to purchase a third B3 A-Star helicopter for support with law enforcement, and search and rescue efforts in Southern Utah.

Solution

DPS is seeking funding for personnel and operational support for the new helicopter which will support;

- Expansion of Aero Bureau services in rural areas of the state
- Helicopter and staff availability
- A decrease in response times to high-volume areas
- Increased opportunities to support the public safety mission

The Southern based helicopter will fill a vital gap to areas of;

- Tourism
- Hazardous backcountry recreation
- Remote areas inaccessible by any other means
- Growing population

Staff and Maintenance Funding

\$605,000 ONE-TIME + \$525,000 ONGOING

ONE-TIME Costs:

Annual Operating Costs - \$425,000

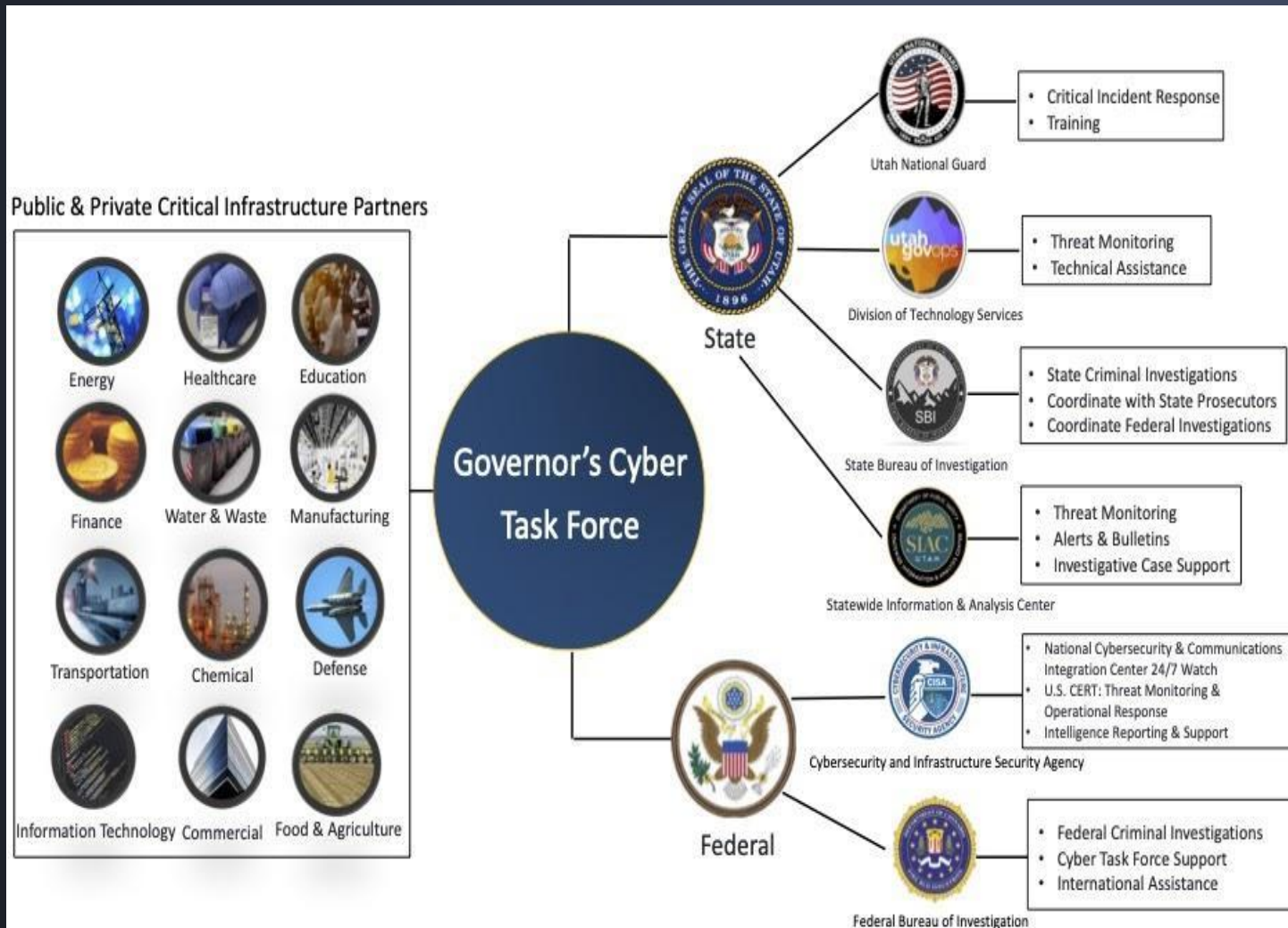
- Vehicles and Equipment - \$180,000

ONGOING Costs:

- Personnel - \$525,000
 - 1 Pilot, 1 Mechanic, 2 Tactical Flight Officers (TFOs)

Cyber Security Enhancement

\$450,000 ONGOING



Problem - Why This Matters?

Cyber actors continue to target Utah citizens and Utah-based organizations for their own economic or intelligence purposes. As the interconnectivity of criminal organizations evolve, the number of cyber-attack victims are widespread and increasing.

Victims of cyber attacks include:

- The State of Utah
- Utah-based private and public sector companies
- Utah citizens

Solution

Creation of a Governor's Cyber Task force focused on enhancing public-private partnerships. Funding would provide 4 Cyber Analyst (FTEs)

The Task Force would leverage federal and state cyber security experts to assist with:

- Communications
- Planning
- Risk assessment
- Program implementation
- Operational activities
 - Incident response and recovery

Communications Dispatch Contracts

\$350,000 ONGOING

Problem - Why this matters?

DPS contracts with five dispatch centers to provide emergency communications for troopers across the state, the costs of these contracts have increased significantly. Communications does not have a funding source to pay for these additional costs which have increased by over \$350,000.

Solution

Additional funding to support the yearly increases to the dispatch contracts which are due to:

- Increases in wages
- Number of officers
- Staffing levels
- Other variables

By providing the necessary funding, the Department of Public Safety is able to meet contractual obligations and pay for services provided to the State of Utah.



Emergency Management

\$500,000 ONE-TIME



Problem - Why this matters?

Emergency Management continues to struggle with the balance of mission readiness and available funding. Resources do not exist to support the recruitment and retention of necessary full time employees.

Solution

Funding to support recruitment/retention for critical positions;

- Local Hazard Mitigation Plans
- Continuity of Operations planning
- Training support
- Local recovery activities following disasters utilizing state and federal programs
 - Support of local incidents with information and resource coordination.
- Coordination of efforts with the private sector before, during, and after an emergency or disaster.
- Facilitate the completion of annual statewide risk assessments
 - To identify hazards and ways to mitigate at the local, tribal, and state levels.
- Coordinate Emergency Management Assistance Compact (EMAC) mutual aid deployments.



**(3) Victim Advocate and (1) Social Worker
Full Time Employees
\$360,000 ONGOING**



Problem - Why this matters?

SBI Victim Services has a duty and a responsibility to enhance the treatment of victims and survivors of criminal acts by providing assistance in recovery as quick and thorough as possible. Lack of appropriate staffing has limited SBI in its ability to respond to the needs of victims throughout the state in a timely manner.

Solution

SBI is seeking legislative support to expand the Victim Services program and provide resources to an ever increasing demand for service. By providing funding to support four full-time Victim Advocate employees, victims receive an immediate resource to heal through timely access to services in all areas of the state.

Communications

The addition of NG911 capability, TOC equipment, and the Capitol Security Operations Center

\$325,000 ONE-TIME (4 year contract)

Problem - Why this matters?

Capitol Communications is managed by the Salt Lake Communications Center which forces reporting dependency on 911 services outside of the Capitol unit. The arrangement places the Capitol complex policing body at an extremely vulnerable disadvantage during a critical incident.



Solution

Capitol communications dispatch technology is a necessary tool for a timely response to ensure the safety of the Capitol complex.

DPS Communications seeks \$325,000 ONE-TIME funding to support

- Dispatch functions at the Capitol
- Dispatch services during high-use events around the state
- Offer the EOC additional resources.

State Bureau of Investigation Funding Cut Restoration

\$950,000 ONGOING

Problem - Why this matters?

In the 2020 special session, the State Bureau of Investigation was cut \$950,000 from the general budget which resulted in the loss of nine (9) investigators.

Solution

Restoring \$950,000 in ongoing funds to support the hiring of nine sworn FTEs, will ensure that the investigative needs of all SBI customers is met with quality and timeliness.

- 9 Full time employees
 - 3 – Major Crime Investigators (death investigations, crime scene, homicide, sexual assault)
 - 2 – Highway Interdiction Investigators
 - 2 – Organized Crime/Intelligence Investigators
 - 1 - Threat to Life Investigator
 - 1 –Cyber Crime Investigator



Utah Highway Patrol Overtime \$1,000,000 ONE-TIME

Problem - Why this Matters?

An ongoing funding solution does not exist that will allow the Utah Highway Patrol to maintain manpower during significant events that typically overwhelm staffing levels.

Solution

Support for 22,000 extra, on the road, trooper overtime hours.

- **\$1,000,000 ONGOING, GENERAL FUND**
 - Snowstorms
 - Special Events & Incidents
 - Holiday Weekend Enforcement
 - Major Crash and Criminal Investigations
 - Focused Special Enforcement Efforts
 - Civil Unrest





Problem - Why this matters?

UHP has not received an ongoing appropriation for replacement of computers, body cameras, or in-car camera systems to meet the policing needs of the citizens of Utah and those traveling the state.

Solution

Technology in law enforcement is constantly evolving. Funding for equipment allows for necessary upgrades to

- In car/ worn Body cameras - funding for 29 more camera systems to complete the entire fleet.
- Laptop computers UHP - replacement of 200 computers

UHP Equipment \$582,000 ONE-TIME

Additional Considerations

25	Public Safety	S.B. 152 Search and Rescue Funding Amendments	Support		-\$20,000	
26	Public Safety	Driver License/Highway Safety	Neutral		-\$2,400	-\$2,400
27	Public Safety	Alcoholic Beverage Control Program Reduction	Neutral		-\$3,000,000	
28	Public Safety	Public Safety Nonlapsing Balance	Support	-\$1,000,000		

Public Safety	13	Richfield Regional Office Building		\$134,900	-\$134,900
Public Safety	14	New Emergency Operations Center Building		-\$100,000	\$100,000
Public Safety	11	Crime Lab Compensation			\$781,200
Public Safety	12	Emergency Management Funding Mix Compensation Exception		\$21,700	\$216,900